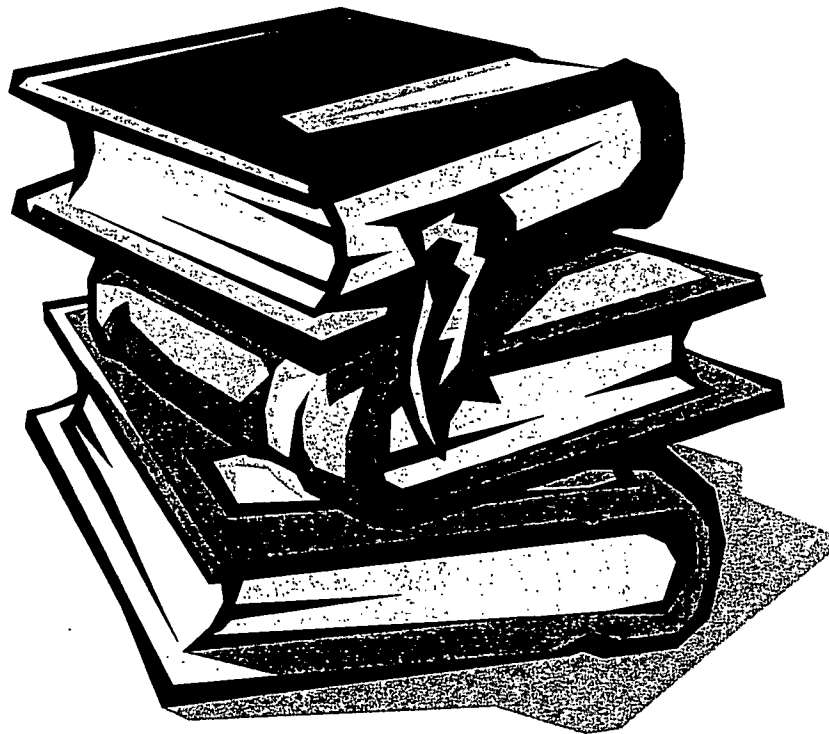


**MASTER CONTRACT
BETWEEN THE
WEST BEND - MALLARD COMMUNITY SCHOOL DISTRICT
AND THE
WEST BEND - MALLARD EDUCATION ASSOCIATION
JULY 1, 2006 - JUNE 30, 2008
PARTNERS IN EDUCATION**



ARTICLE 1

PREAMBLE

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the students of the West Bend - Mallard Community School District is their mutual desire, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE 2

DEFINITIONS

- A. The term "Board", as used in this agreement, shall mean the Board of Education of the West Bend - Mallard Community School District or its duly authorized representatives.
- B. The term "employee" as used in this agreement, shall mean those employees represented by the West Bend - Mallard Education Association as in the defined bargaining unit.
- C. The term "Association" as used in this agreement, shall mean the West Bend - Mallard Education Association or its duly authorized representatives.

ARTICLE 3

GRIEVANCE PROCEDURE

- A. A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or a misapplication of any of the specified provisions of this agreement.
- B. The failure of any employee to act on any grievance within the prescribed time limits will act as a bar to any further appeal or processing of said grievance. Failure on the part of the administration to render a decision within the time limits shall permit the grievant to proceed to the next step. The time limits may be extended by mutual agreement.
- C. It is agreed that any investigation or other handling or processing of any grievance by the grieving employee or the employee's representative shall be conducted so as to result in no interference with nor interruption whatsoever of the employee's job assignment or related work activities of the grieving employee or other West Bend - Mallard Community School District employees.
- D. Nothing herein will be construed as limiting the right of any employee to discuss complaints informally with any member of the administration without recourse to the formalities of this procedure.
- E. First Step --- An attempt shall be made to resolve any grievance in informal discussion between the claimant and his or her principal or principal's designee. The principal or designee must grant an appointment for informal discussion within five (5) working days of the grievance report.
- F(1). Second Step --- If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing, and at a mutually agreeable time, discuss the allegations of the written grievance with his or her principal or designee. The written grievance shall state the following: the nature of the alleged grievance, the specific article and/or articles of this agreement alleged violated, misinterpreted or misapplied, the date of the occurrence of the event giving rise to the grievance, and the specific relief or remedy which is being sought.
- F(2). The filing of the formal, written grievance at the second step must be within ten (10) working days from the date of the occurrence of the event giving rise to the grievance. The principal or designee shall make a decision on the grievance and communicate it in writing to the employee within ten (10) working days after receipt and conference regarding the written grievance.
- G. Third Step --- In the event the grievance has not been resolved at the second step, the aggrieved employee shall file, within five (5) working days of receipt of the

principal's written decision at the second step, a copy of the grievance with the superintendent. Within ten (10) working days after the receipt of the written grievance, the aggrieved employee and the superintendent or designee shall meet to discuss the grievance. The superintendent or designee shall issue a decision within ten (10) working days of the third step grievance meeting and communicate it in writing to the aggrieved employee.

- H. Fourth Step -- If the aggrieved employee is not satisfied with the decision of the superintendent or designee at the third step, the grievant may submit a request in writing to the superintendent within seven (7) working days of the date the decision is rendered at step three, requesting the matter be submitted to binding arbitration. The parties may try to mutually agree upon an arbitrator. If they cannot agree, then either party may request the Public Employment Relations Board to submit a list of seven (7) potential arbitrators from which the parties will alternately strike three (3) names, the remaining listed person serving as arbitrator. The grieving party shall make the first strike.
- I. The arbitrator, in the decision, shall not amend, modify, nullify, ignore, nor add to the provisions of the agreement. His or her authority shall be strictly limited to deciding only the issue or issues presented to him or her in writing and the decision must be based solely and only upon his or her interpretation of the meaning or applications of the express, relevant language of the agreement.
- J. The cost of the arbitrator and expense of the hearing shall be borne equally by the parties. Expenses incurred by the party in preparation of presentation of the case shall be solely at the expense of the individual party.
- K. No reprisals of any kind will be taken by the administration against any employee as a result of his or her participation in the grievance procedure.
- L. All meetings under this procedure shall be conducted in private and shall include only the aggrieved employee, any necessary witnesses, members of the school administration and a single advocate for each party.

ARTICLE 4

EMPLOYEE EVALUATION PROCEDURES

- A. The classroom employee performance of employees who are in their first or second year of employment in the West Bend - Mallard School District shall be observed a minimum of two times each school year. Teachers new to the West Bend – Mallard School District who have obtained standard licensure, shall be observed a minimum of two times during their first year of employment. A minimum of one annual summative performance evaluation conference will be scheduled by the evaluator to discuss the contents of the evaluation.
- B. The classroom employee performance of employees who have performed service in the West Bend - Mallard School District two or more years shall be observed as determined by the evaluating administrator, but shall be formally observed a minimum of one time over a period of three consecutive school years. The formal observation will include a pre-observation meeting and a post-observation meeting. A minimum of one summative performance evaluation conference will be held once every three years to discuss the contents of the evaluation.
- C. This article deals with but a single method of employee evaluation, i.e., evaluation of classroom employee performance. Nothing in this article is to be construed as precluding evaluation of teaching or other unit personnel by any other means whatsoever as deemed appropriate by the administration of the School District.

If a written notation is made of an informal evaluation to be included in the employee's personnel file or a written complaint is to be added in the employee's personnel file, copy of such notation or complaint shall be given to the employee before the notation or complaint is put into the employee's evaluation file. The employee may, within five (5) school days of receipt of the copy, submit a signed, written response which shall be attached to the notation or complaint in question.

- D. The completed evaluation form shall be shown to the employee during the summative evaluation conference and shall be signed by the employee acknowledging awareness of its contents. Employees shall be allowed to attach a written commentary response to the contents of the evaluation form. Employees will receive a copy of their evaluation.

ARTICLE 5

STAFF REDUCTION

- A. When in the sole, exclusive and final judgment of the Board, declining enrollment, reduction of program, economic necessity or any other reason requires reduction in staff, the administration shall attempt to accomplish same by attrition within staff reduction categories, unless in exclusive judgment of the Board and the administration, the best interests of the school district shall otherwise dictate.
- B. In the event that reduction in staff cannot be adequately accomplished by attrition within staff reduction categories or in the sole and exclusive judgment of the administration and board, attrition will not serve the best interests of the School District, the Administration shall make its decisions regarding staff reduction taking collectively into account the following factors on a non-prioritized basis: evaluation of performance in the West Bend - Mallard Community School District, employees' qualifications as determined by certification, formal training, and job related experience relating to remaining academic and extracurricular programs. If the administration deems the foregoing factors are equal, then the employee with the least seniority within a staff reduction category shall be laid off first. Seniority shall be defined as the length of continuous contract service in the West Bend - Mallard Community School District as a teacher or other professionally certificated employee in a position title now included in the bargaining unit from first day of service after most recent date of hire. Employees working less than half time shall accrue one half year of seniority per year of service. Employees working half time or greater shall accrue one full year of seniority per year of service. Neither extracurricular contract service nor substitute service shall count toward the accrual of seniority. Seniority ties shall be broken by date of individual contract signature.
- C. The foregoing factors will be applied within staff reduction categories as follows: Special Education per certification category (K-12); physical education (K-12); art (K-12); librarian (K-12); vocal music (K-12); instrumental music (K-12); Title I (Chapter I) reading (K-12); Title I (Chapter I) math (K-12); TAG (K-12); guidance counselors: grades K-5; grades 6-12 per subject area (social studies, math, language arts, science, family and consumer science, business, foreign language, agricultural education, driver's education, and industrial technology).
- D. Employees who are staff reduced shall be recalled in the inverse order of reduction to vacant positions as defined by the Board in categories in which the employee was teaching at the time of reduction and provided the employee is totally certified for all components of the vacant position. Recall shall be effective for one (1) calendar year after expiration of the employee's existing contract. Seniority shall not accrue for employees on recall but employees who are recalled shall have seniority restored to the amount accrued prior to layoff.

ARTICLE 6

HOURS

- A. The normal work day for employees shall be eight consecutive hours. However, administration may deviate from or expand upon eight consecutive hours for reasons such as parent-teacher conferences, work assignments as delineated in paragraph B and work assignments as historically required which require service beyond eight consecutive hours. The superintendent or the superintendent's designee shall have the authority to adjust normal starting and quitting times consistent with the concept of a normal work day of eight consecutive hours. Employees may leave school on Fridays and on the last day school is open during a given week and upon early dismissal after the buses have left and assigned duties are completed.
- B. The administration may assign employees to attend staff meeting, to take turns in assisting with school activities such as taking tickets, supervision at home games, class plays, music festivals, etc., to take turns with noon duties, recesses, hall duty before, after, or during school and the administration may assign employees to such special duties as class sponsorship, student council, etc.
- C. Individuals with coaching or other extracurricular responsibilities may be assigned by the administration to commence said responsibilities prior to thirty (30) minutes after the school day.
- D. Employees may be allowed to leave the building during the school or workday upon notification and approval by an administrator. If an employee cannot anticipate the need for requesting to leave during the workday and an administrator is not available, the employee will notify a designated individual in the superintendent's office and give the reason for leaving.
- E. Inclement weather: Employees shall not be required to report more than one half hour before nor remain after all students are dismissed and have departed on occasions of amended student attendance hours because of inclement weather. Employees shall not be required to report when student attendance is canceled because of inclement weather.

ARTICLE 7

WORK YEAR

- A. The contracted work year shall be for 190 days. Work year for the new employees will be 191 days. Included within the foregoing work year totals will be five (5) paid holidays. Non-teaching work days may be designated by the administration for teacher workshops, in-service programs, parent-teacher conferences or other miscellaneous work duties.
- B. The Board and/or administration will consult with the Association prior to formulation of the school calendar and/or change in the school calendar after formulation.

ARTICLE 8

JOB DESCRIPTION AND PLACEMENT

- A. A continuing employee will be notified of his/her tentative class load, teaching or supervisory assignment for the next school year by May 31 of the previous year.
- B . If a continuing employee's classload, teaching or supervisory assignment is changed after May 31 of the previous school year, the employee shall be consulted prior to such change.

ARTICLE 9

WORKING CONDITIONS

- A. FACILITIES: Employees may use school buildings for meetings subject to administrative scheduling. Employees may use computers, calculating machines, and the audio visual equipment on school property when such equipment is not otherwise in use. The Association or employees shall pay the cost of all materials and supplies as determined by the Board.
- B. FACULTY ROOM: A faculty room shall be provided where teachers may be away from students during their non-student contact time.

ARTICLE 10

LEAVES OF ABSENCE

- A. Sick Leave: Employees will be granted the following yearly allotments of paid sick leave: 10 days first year, 11 days second year, 12 days third year, 13 days fourth year, 14 days fifth year, 15 days sixth and subsequent years. At the commencement of each contract year, an employee will be credited with the stipulated yearly sick leave in addition to any unused accumulation of sick leave carried forward from year to year with a maximum amount to be carried forward of 95 days.
- B. Serious Illness Leave: An employee shall be granted a maximum of six (6) days paid leave per year in the event of serious illness in the immediate family when said serious illness requires the employee's attendance. Immediate family shall be defined as children, stepchildren, spouse, parents, siblings, grandparents and grandchildren. Serious illness leave is not accumulative.
- C. Bereavement Leave: Four (4) days per occurrence shall be available for deaths in the immediate family defined as children, stepchildren, spouse, parents mother and father in-laws, siblings, grandparents, grandparents in-laws and grandchildren. Additional bereavement leave for relations not listed above may be granted at the discretion of the superintendent.
- D. Leaves of Absence for Study: Employees desiring a leave of absence for study should contact the administration or the Board, and their request will be given due consideration.
- E. Association Leave: The Association shall have four (4) days of leave each year. The leave is to be used by two (2) appointed members to attend the ISEA delegate assembly only.
- F. Personal Leave: an employee will be granted two (2) days of personal leave per year. Unused personal leave may be accumulated not to exceed four (4) days inclusive of the current year's allotment. Personal leave may not be used during the first or last three (3) days of school without permission of the superintendent. Requests for personal leave must be submitted in writing to the building principal or his/her designated person a minimum of three (3) days in advance of the leave, if possible. Personal Leave may be limited to four (4) employees taking this at the same time.
- G(1). Jury Duty Leave: The Board will allow employees to be excused for jury duty during school hours, unless extraordinary circumstances exist. The superintendent has the discretion to determine when extraordinary circumstances exist.

- G(2). Employees who are called for jury duty shall notify the building principal within twenty-four (24) hours after notice of call. The employees will report to work within one hour, unless other arrangements are made in advance with the superintendent, on any day when the employee is excused from jury duty during regular working hours.
- G(3). The Board shall provide payment to employees for the difference between the payment received by the employee for jury duty and the normal, prorated salary from the district for the number of days involved. The employee shall present suitable proof of service or appearances pay to the school district.
- H. Employees will be allowed up to two (2) periods per day to attend a funeral or wedding, contingent on the employee finding another employee to teach his/her classes without additional cost to the district.
- I. Emergency Leave Bank: During the first week of the school year, employees covered by this agreement may contribute up to 3 days of their personal sick leave accumulation to an Emergency Leave Bank on an annual basis. The banked leave is non-cumulative and starts at zero every new school year.

Employees may use days from the Bank provided:

1. They have contributed to the Bank or have fewer than 30 days sick leave accumulation.
2. They have exhausted their personal leave.
3. The need for the leave would otherwise qualify under Sick Leave.

Additional days may be contributed to the bank if usage requires the additional days.

ARTICLE 11

COMPENSATION

- A. Basic employee compensation shall be as set out in Addendum A. When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their paychecks on the last previous working day.
- B. Red-lined career employees, as determined during the 1995-96 school year, will receive compensation as set out in Addendum C.
- C. Compensation for extracurricular assignments shall be as designated in Addendum B.
- D. The provisions of addendum A shall serve only as a guide for establishing the basic salaries for members of the unit. The Board may discretionarily grant credit for previous teaching experience subject to any limitations established by Addendum A. An employee may be held on salary if the employee's performance is evaluated as substandard. The Board reserves the right to pay above guidelines established in Addendum A and B.
- E. Non-degree employees must earn five (5) semester hours toward their degree each year. Employees having a BA must earn six (6) semester hours every five (5) years and those having an MA must earn six (6) semester hours every five (5) years. Employees failing to comply will be held on the previous year's step.
- F. If an employee is requesting advancement in salary classifications, the employee must file a written application with the superintendent by December 15th of the current contract year. By June 1st of the current contract year, a written description of all course work to be applied toward advancement in classification must also be filed with the superintendent. Course work, satisfactorily completed and supported by an official transcript, or other suitable temporary documentation of satisfactory completion, must be filed with the superintendent no later than September 10th for an employee to receive advancement during that school year.
- G. Only graduate level course work applied toward a specific M.A. degree, or graduate level course work related to areas of certification or approvals, or new areas of certification or approvals, may be applied toward advancement in salary classification.
- H. If an employee has satisfactorily completed the necessary course work for advancement in salary classification on his/her assigned salary schedule, and if all other conditions for advancement have been met satisfactorily, the employee shall advance one step horizontally and one step vertically (if available) in the same year on the salary schedule.

- I. Educational lane movement shall not preclude earned vertical increment advancement; an employee who was at the highest increment step (maximum salary) on the former educational lane shall be advanced one (1) step on the new educational lane if such step is available.
- J. No employee previously advanced in salary classification may be denied that advancement. Course work on which previous advancements have been granted shall also be the basis for future advancements.
- K. A year of service consists of employment in the district for ninety (90) or more days in one school year.
- L. Physical Exam: Physical exams will be required as prerequisite to hire and will be required every three (3) years thereafter. The Board will pay the full cost of the physical exam not covered by insurance. Physical exams shall be taken between June 1 and October 15 and shall utilize the forms provided by the Board.
- M. Should the total dollars provided by HF 499 (Phase I and II) be decreased at any time, salaries on the salary schedule may be adjusted proportionately.
- N. Any employee required to drive their own vehicle to another school district during the workday shall be reimbursed \$.34 per mile round trip for such travel. Such travel will occur during the regularly scheduled workday. The employee shall report to a site in the district at the regularly scheduled time and any travel to another district will be during that regularly scheduled time. In lieu of the above, the district may provide transportation for the employee to travel from the district to the other school district. Such transportation shall be maintained in safe mechanical condition. If any repairs are needed, they shall be made before the employee uses the vehicle again.
- O. Any employee whose contract requires them to drive their own vehicle to a teaching assignment in both Mallard and West Bend schools will be reimbursed \$.34 per mile for one one-way trip per day between West Bend and Mallard. In lieu of the above, the district may provide transportation for the employee to travel between the Mallard and West Bend buildings.
- P. The board shall offer direct deposit of WBM payroll checks. Employees who want to have their WBM payroll checks directly deposited into their account must provide the board secretary, by July 1, with all the information needed to direct deposit their checks. Direct deposit will begin by August 20th of the year the board secretary is notified. If an employee decides to cancel the direct deposit of their check, they must notify the board secretary in writing of the change by July 1. Enrollment in, or cancellation of direct deposit will occur once a year by July 1.

ARTICLE 12

INSURANCE

- A. The board shall establish a section 125 plan to provide the opportunity for an employee to voluntarily designate a reduction in salary to pay for health insurance premiums (and other board approved allowable benefits) on a pre-tax basis.
- B. Should the carrier/provider notify the District that it is in danger of losing its health insurance coverage, this article of the contract shall be reopened immediately. The Board and the Association shall jointly research available options and shall select one that will provide continued health insurance coverage for each eligible employee at no additional cost to the Board.
- C. The Board shall provide each employee a description of the benefit coverage provided herein within ten days of the beginning of the school year or date of employment. The description shall include the conditions and limits of coverage. When requested by the employee, the Board shall provide applications and, when necessary, information about the program.
- D. The Board will provide a long-term disability insurance policy for each eligible employee. The Board's contribution will be based upon the employee's total salary.
- E. Health insurance coverage will be comparable to that in effect during the 2005-06 school year. The Association will be consulted prior to a change in insurance carriers/providers.
- F. The Board will contribute an amount not to exceed \$558.22 per month per eligible employee working thirty hours or more per week to be applied toward health insurance in 2006-07.

The Board will contribute an amount not to exceed \$_____ per month per eligible employee working thirty hours or more per week to be applied toward health insurance in 2007-08. (Will match single premium cost for \$1500 deductible.)

- G. An employee working thirty (30) hours per week or more who was employed in 2003-04 and who declined health insurance coverage for 2003-04, may continue to receive, in lieu thereof, not to exceed \$415 per month toward District provided vision and dental insurance and a tax sheltered annuity. The tax-sheltered annuity cannot exceed \$75 per month. Employees declining health insurance coverage must provide proof of health insurance coverage under a spouse's plan.

If employees qualifying for the payment in light of declination of District health insurance coverage, later decide that they would like to join the District's health

plan, their ability to join shall be subject to insurance carrier eligibility requirements and timelines. Once such an individual joins the District health insurance plan, they will no longer have a future opportunity to decline health insurance coverage and receive any payment in lieu thereof.

Employees hired for 2003-04 or later may not receive any payment in lieu of health insurance participation.

- H. The Board shall offer PPO 500, PPO 750, PPO 1000 and PPO 1500 health plan options, as long as the participation levels set by the insurance carrier are satisfied.
- I. Employees not currently participating in the District's group health insurance plan may be subject to health screening and the Board makes no representation or guarantee that any employee will receive coverage; such decisions are solely that of the insurance carrier/provider.

ARTICLE 13

COMPLIANCE CLAUSES AND DURATION

- A. Separability: Should any article, section or clause of this agreement be declared illegal by a Court of competent jurisdiction; then the article, section or clause shall be deleted from this agreement to the extent that it violates the law. The remaining article, section or clause shall remain in full force and effect.
- B. Printing: Copies of this agreement will be printed by the Board and made available to the employees. The costs of printing shall be shared equally by the Association and Board. Printing arrangements will be mutually agreed.
- C. Duration: This agreement shall be effective as of July 1, 2006 and shall continue in effect until June 30, 2008.

FINALITY AND EFFECT OF AGREEMENT

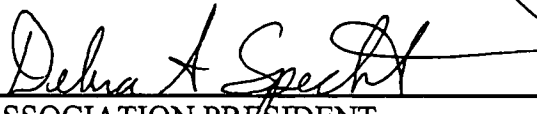
Dated at West Bend - Mallard, Iowa this 15th day of August 2006.



ASSOCIATION REPRESENTATIVE



BOARD REPRESENTATIVE



ASSOCIATION PRESIDENT



BOARD PRESIDENT

Salary Schedule - A

2006 - 2007

Step	BA	BA 10	BA 20	BA 40/MA	MA 10
0	23555	24055	24555	25055	25555
1	24210	24710	25210	25710	26210
2	24865	25365	25865	26365	26865
3	25520	26020	26520	27020	27520
4	26175	26675	27175	27675	28175
5	26830	27330	27830	28330	28830
6	27485	27985	28485	28985	29485
7	28140	28640	29140	29640	30140
8	28795	29295	29795	30295	30795
9	29450	29950	30450	30950	31450
10	30105	30605	31105	31605	32105
11	30760	31260	31760	32260	32760
12	31415	31915	32415	32915	33415
13	32070	32570	33070	33570	34070
14	32725	33225	33725	34225	34725
15		33880	34380	34880	35380
16		34535	35035	35535	36035
17			35690	36190	36690
18			36345	36845	37345
19				37500	38000
20				38155	38655
21					39310
22					39965

CAREER INCREMENT: After one year on the top of a column of Addendum A, an employee shall become eligible for consideration for an annual career step increment of \$275.00 which shall be pro-rated in accordance with the employee's F.T.E. The career increment shall be paid in addition to any pay increase resulting from changes made to the employee's salary schedule.

After one year on the top step of the MA 10 of Addendum A, an employee shall receive an annual longevity payment of \$550 which shall be pro-rated in accordance with the employee's FTE and shall be paid beginning with the second year on that step and shall continue each year thereafter. The career increment shall be paid in addition to any pay increase resulting from changes made to the employee's salary schedule.

Beginning in 1993-94 all current career step participants shall be red-circled, thereby, eliminating any future career step participation.

Salary Schedule 2007-08: 4% salary (include FICA and IPERS). (Final schedule determined by mutual agreement by February 1, 2007.)

ADDENDUM B

COMPENSATION FOR EXTRACURRICULAR ASSIGNMENTS

HIGH SCHOOL ACTIVITIES

ASSISTANT ATHLETIC DIRECTOR-----	3 - 5%
HEAD FOOTBALL-----	10 - 14%
ASSISTANT FOOTBALL-----	5 - 9%
WEIGHTLIFTING - Morning-----	10 - 12%
WEIGHTLIFTING - Afternoon-----	7 - 9%
HEAD VOLLEYBALL-----	10 - 14%
ASSISTANT VOLLEYBALL-----	5 - 9%
HEAD BOYS OR GIRLS BASKETBALL-----	10 - 14%
ASSISTANT BOYS OR GIRLS BASKETBALL-----	6 - 9%
9TH GRADE BOYS OR GIRLS BASKETBALL-----	4 - 6%
HEAD TRACK BOYS OR GIRLS-----	6 - 9%
GOLF - BOYS AND GIRLS-----	6 - 9%
ASSISTANT GOLF - BOYS AND GIRLS-----	5 - 7%
HEAD BASEBALL - SUMMER-----	8 - 12%
ASSISTANT BASEBALL - SUMMER-----	5 - 7%
HEAD SOFTBALL - SUMMER-----	8 - 12%
ASSISTANT SOFTBALL - SUMMER-----	5 - 7%
FOOTBALL CHEERLEADING SPONSOR-----	3 - 5%
BASKETBALL CHEERLEADING SPONSOR-----	3 - 5%
DRILL TEAM-----	7 - 9%
DRAMATICS (EACH PRODUCTION)-----	2 - 4%
SPEECH -----	3 - 5%
TV PROGRAM-----	6 - 9%
INSTRUMENTAL MUSIC-----	8 - 12%
VOCAL MUSIC-----	7 - 10%
FLAG CORP-----	3 - 5%
YEARBOOK-----	4 - 6%
NEWSPAPER-----	3 - 5%
JR. & SR. SPONSOR-----	1 - 3%
CONCESSIONS-----	3 - 5%
QUIZ BOWL-----	3 - 5%
MUSICAL DIRECTOR-----	2 - 4%
INSTRUMENTAL-----	2 - 3%
VOCAL-----	2 - 3%
NATIONAL HONOR SOCIETY-----	2 - 4%

MIDDLESCHOOL - ACTIVITIES

FOOTBALL-----	3 - 5%
WEIGHTLIFTING-----	\$350
VOLLEYBALL-----	3 - 5%
BASKETBALL-----	3 - 5%
TRACK-----	3 - 5%
ASST COACH-----	2 - 4%

PONY LEAGUE - BOYS OR GIRLS-----	2 - 5%
FOOTBALL CHEERLEADING SPONSOR-----	2 - 3%
BASKETBALL CHEERLEADING SPONSOR-----	2 - 3%
PLAY (PER PLAY)-----	2 - 3.25%
VOCAL-----	3.5 - 4.5%
INSTRUMENTAL-----	3.5 - 4.5%
MS QUIZ BOWL-----	2 - 3%

ADDENDUM B CONTINUED

Teachers assigned to ride spectator buses to athletic events will receive \$15.00 per event.

Addendum B rates shall be calculated using the indicated percentage of \$23,555 for 2006-2007 with advancement as follows: .0025 will be added to the multiplier for each year of experience, up to the maximum listed.

If the Board should find it to their advantage or if they feel an individual warrants merit pay, they shall have the option of using any multiplier they wish.

Each individual involved in this schedule shall receive at least the minimum indicated percentage of \$23,555 or their present stipend, whichever is larger.

Salary C 2006-07

Step	BA	BA 10	BA 20	BA 40/MA	MA 10
0		35975	36475	36975	37475
1		36630	37130	37630	38130
2			37785	38285	38785
3			38440	38940	39440
4			39095	39595	40095
5			39750	40250	40750
6			40405	40905	41405
7			41060	41560	42060
8			41715	42215	42715
9			42370	42870	43370
10			43025	43525	44025
11			43680	44180	44680
12				44835	45335
13				45490	45990
14				46145	46645
15					47300
16					47955

CAREER INCREMENT: After one year on the top step of a column of Addendum C, an employee shall become eligible for consideration for an annual career step increment of \$275.00, which shall be pro-rated in accordance with the employee's F.T.E. The career increment shall be paid in addition to any pay increase resulting from changes made to the employee's salary schedule.

After one year on the top step of the MA 10 of Addendum C, an employee shall receive an annual longevity payment of \$550 which shall be pro-rated in accordance with the employee's FTE and shall be paid beginning with the second year on that step and shall continue each year thereafter. The career increment shall be paid in addition to any pay increase resulting from changes made to the employee's salary schedule.

Beginning in 1996-97, no employee compensated in accordance with Addendum A schedule shall be transferred to Addendum C schedule.

Salary Schedule 2007-08: 4% salary (include FICA and IPERS). (Final schedule determined by mutual agreement by February 1, 2007.)